

**Examining the role of managers' professional ethics and job support on employees' career content plateau through the mediation of university employees' psychological empowerment.**

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**Abstract**

The purpose of this research was to analyze the effect of professional ethics of managers and job supports on the career plateau of employees by examining the mediating role of psychological empowerment among employees of Urmia University. The statistical population of this research includes 596 employees of Urmia University, of which 220 were selected by simple random sampling. The present study is a descriptive, correlational survey, which was used to collect data from Qasimzadeh's professional ethics questionnaire (2013), Shin's career support questionnaire (1990), Spritzer's psychological empowerment questionnaire (1995), and Milliman's career plateau questionnaire (1992). Validity (content, convergent and divergent) and reliability (factor loading, composite reliability coefficient and Cronbach's alpha coefficient) of the questionnaires showed that the measurement tools have good validity and reliability. The results of hypothesis testing by SMART-PLS software and using t-test and path coefficients ( $\beta$ ) showed that there are strong relationships between research variables. On the one hand, psychological empowerment can play a mediating role in the relationship between professional ethics and job supports with job content plateau, and on the other hand, professional ethics and job supports can be a moderating variable of the negative effect that psychological empowerment has on job content plateau. to upgrade

**Keywords:** Professional ethics, job supports, psychological empowerment, job content plateau.

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## Introduction

Many researches have been done in relation to the topic of the article, including the researches of (jafari et al., 2017, zabanishad et al., 2017, shojaifar et al., 2017, zahedbabolan et al., Nasira et al. , 2016. barati et al., 2016. bi et al., 2015) pointed out. The main problem of this research was to investigate the role of professional ethics of managers and job supports on the job content plateau by investigating the mediating role of psychological empowerment. Considering the basic role of the higher education system in the growth and development of the society, this issue was investigated in Urmia University. Therefore, in order to answer the question of professional ethics of managers and job supports, what role does it have on the career plateau of employees through the mediation of psychological empowerment of university employees? Also, the prediction of possible relationships between the variables of the research, the investigation of the direct and indirect effect of the mentioned variables and the estimation of the fitting coefficient are investigated..

## Methodology

This research is "applied" in terms of its purpose and "descriptive, survey" in terms of data collection. Since the researchers sought to determine the relationship and effectiveness between the research variables, this research was of the "correlation" and "modeling" type. According to the research variables, the statistical population was all employees of Urmia University, whose number was 596. The sample size was determined to be 220 people, which was obtained through Morgan's table, and the selection of people was by simple random method. From Qasimzadeh et al.'s Professional Ethics Questionnaire (2012), Shin's Career Support Questionnaire (1990), Spritzer's Psychological Empowerment Questionnaire (1995), Milliman's Career Plateau Questionnaire (1992) The content section was used as the main tool for data collection. To analyze and evaluate the model of this research, data analysis and structural equation model were used. The software used in this research for this analysis is SMART-PLS.

## Results

As can be seen in the table below, the statistical sharing that shows the suitability of the model is more than 0.5. The value of  $R^2$ , which indicates the ability of the model to describe the structure, is 0.648 and 0.674 for psychological empowerment and job content plateau, respectively, and the value of  $R^2$  for job content plateau when the moderating role of professional ethics and job supports are checked and are equal to 0.618 and 0.659 respectively; Finally, the results show that the presented model has a good fit.

**Table: Model fit**

R <sup>2</sup>	Average subscription	Variables
-	0/579	Professional ethics
-	0/608	Job supports
0/674	0/693	Career content plateau
0/618	0/516	Job content plateau in the presence of the modulating variable of professional ethics
0/659	0/551	Job content plateau in the presence of job supports modulating variable
0/648	0/648	Psychological empowerment
-	0/617	Psychological empowerment x professional ethics
-	0/629	Psychological empowerment × job supports

### Discussion and conclusion

In this research, the researchers were looking for an answer to the question that "do professional ethics and job supports through the mediation of psychological empowerment have an effect on job content plateau among the employees of Urmia University or not?"; It should be said that in all research hypotheses, job content plateau and psychological empowerment as a dependent variable for professional ethics and job supports, as well as job content plateau as a dependent variable for psychological empowerment in opinions have been asked. The results of this research, according to the research question, showed that professional ethics and job supports have an effect on the plateau of occupational content among the employees of Urmia University through the mediation of psychological empowerment.

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